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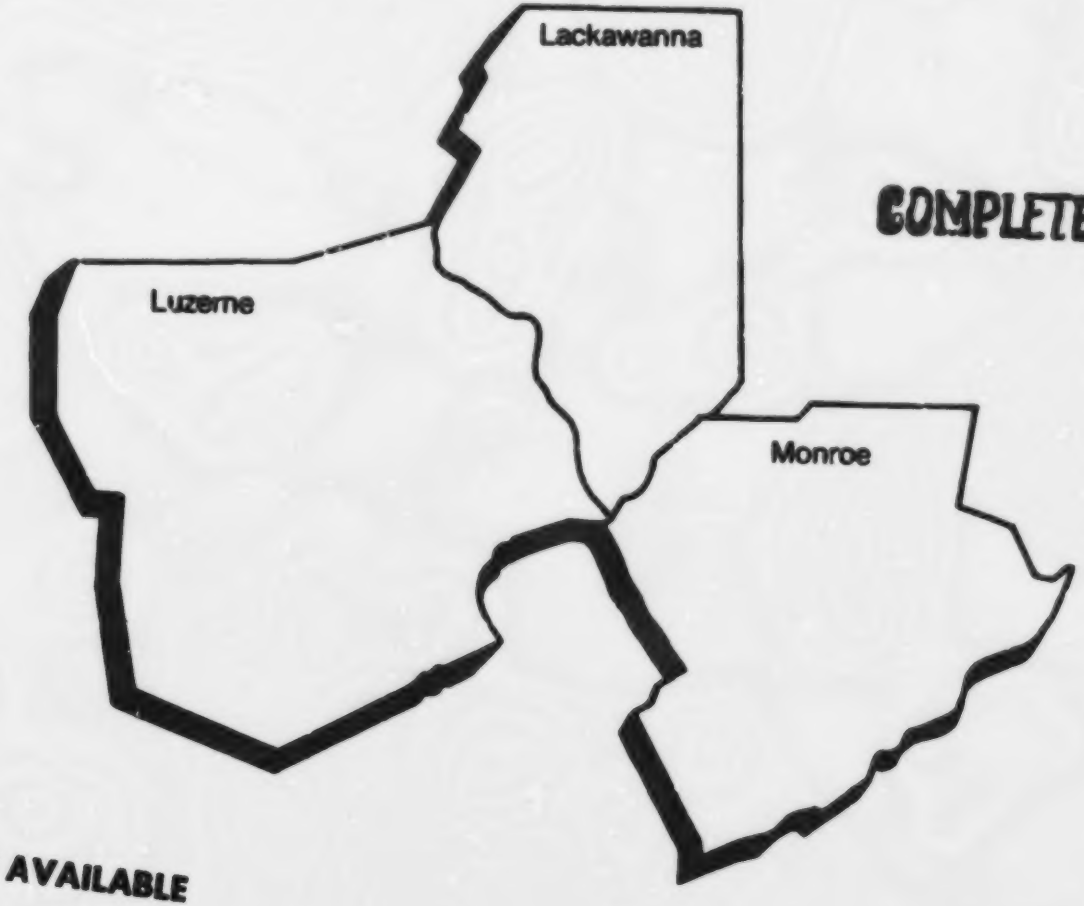
Area Wage Survey

Northeast Pennsylvania Metropolitan Area August 1987

(Serial)

U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3040-28



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Preface

This bulletin provides results of an August 1987 survey of occupational earnings in the Northeast Pennsylvania Standard Metropolitan Statistical Area. The survey was made as part of the Bureau of Labor Statistics' area wage survey program. It was conducted by the Bureau's regional office in Philadelphia, PA, under the general direction of Irwin L. Feigenbaum, Assistant Regional Commissioner for Operations. The Bureau wishes to express its appreciation for the cooperation of the many firms that provided the data on which this bulletin is based.

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Note:

Regional offices also have available five summary releases: *Occupational Earnings and Wage Trends in Metropolitan Areas* (3 parts); *Occupational Earnings in All Metropolitan Areas* (combined); and *Wage Differences Among Metropolitan Areas.*

A summary bulletin, *Area Wage Surveys, Selected Metropolitan Areas,* provides wage data for 70 areas in the Area Wage Survey program. This annual bulletin may be purchased from the Superintendent of Documents or from the BLS Publications Sales Center in Chicago.

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Area Wage Survey

Northeast Pennsylvania Metropolitan Area August 1987

U.S. Department of Labor
William E. Brock, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
October 1987

Bulletin 3040-28

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Introduction

The Bureau of Labor Statistics is restructuring its area wage survey program to reflect changes in the number and geographic boundaries of the Nation's metropolitan statistical areas. In place of annual studies of 70 areas, the new program, when fully implemented in 1990, will cover 32 areas on an annual basis and two groups of 29 areas in alternate years.

This is 1 of the 58 areas being surveyed once every two years. While occupational earnings are presented biennially (A-series tables), information on establishment practices and employee benefits (B-series tables) is presented every fourth year when Bureau field representatives obtain such data during personal visits to respondents. This report has no B-series tables.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Earnings

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Where possible, occupations with related duties (e.g. accounting clerks and payroll clerks) are clustered to facilitate comparison. The occupations are defined in appendix B.

Table A-7 provides indexes and percent changes in average hourly earnings for office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries and for manufacturing and nonmanufacturing separately. Data are not presented for skilled maintenance workers in nonmanufacturing because the number of workers employed in this occupational group in nonmanufacturing is too small to warrant separate presentation. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Tables A-8 through A-11 provide measures of pay relationships in establishments. These measures may differ considerably from the pay relationships of overall area averages published in tables A-1 through A-6. See appendix A for details.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey.

Appendix B provides job descriptions used by Bureau field representatives to classify workers by occupation.

Table A-1. Weekly earnings of office workers in Northeast Pennsylvania, August 1987

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[2]	Median[2]	Middle range[2]	Under 140	140 and under 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 520	520 and over
Secretarial and keyboarding occupations																									
Secretaries	467	38.5	314.00	300.00	250.00– 348.00	–	–	–	6	32	59	29	53	44	55	35	46	15	23	31	8	3	–	3	11	13
Manufacturing	240	39.0	344.00	340.00	293.50– 388.00	–	–	–	–	6	8	7	22	21	37	15	44	11	21	20	8	2	–	3	4	11
Nonmanufacturing	227	38.0	282.00	269.00	230.00– 310.50	–	–	–	6	26	51	22	31	23	19	20	2	4	2	11	–	1	–	–	7	2
Transportation and utilities	45	40.0	331.00	307.50	257.50– 330.00	–	–	–	–	1	7	5	6	3	8	5	–	–	–	–	–	1	–	–	7	2
Secretaries I	87	38.0	247.50	238.00	225.00– 275.50	–	–	–	6	9	34	9	13	8	1	6	1	–	–	–	–	–	–	–	–	–
Nonmanufacturing	70	38.0	237.50	230.50	225.00– 252.00	–	–	–	6	9	34	5	11	2	–	3	–	–	–	–	–	–	–	–	–	–
Secretaries II	189	38.5	301.00	298.50	263.00– 335.00	–	–	–	–	16	17	14	25	24	41	9	22	4	9	1	–	–	–	–	–	7
Manufacturing	121	38.5	323.00	309.00	288.00– 349.00	–	–	–	–	6	5	2	14	13	30	8	22	4	9	1	–	–	–	–	–	7
Nonmanufacturing	68	38.0	262.00	261.50	230.50– 292.00	–	–	–	–	10	12	12	11	11	11	1	–	–	–	–	–	–	–	–	–	–
Secretaries III	119	39.0	343.00	337.50	280.00– 394.00	–	–	–	–	7	7	6	9	10	8	13	16	7	8	9	6	3	–	2	5	3
Manufacturing	60	39.5	361.50	353.00	332.00– 407.00	–	–	–	–	–	3	1	4	2	4	2	16	6	6	5	6	2	–	2	–	1
Nonmanufacturing	59	39.0	324.50	301.50	259.00– 370.50	–	–	–	–	7	4	5	5	8	4	11	–	1	2	4	–	1	–	–	5	2
Secretaries IV	64	38.0	370.50	388.00	324.50– 403.00	–	–	–	–	–	1	–	6	2	6	6	7	2	6	21	1	–	–	–	6	–
Manufacturing	37	38.0	388.50	400.00	347.00– 407.00	–	–	–	–	–	–	–	2	–	2	2	5	1	6	14	1	–	–	–	4	–
Nonmanufacturing	27	37.5	345.00	334.00	286.00– 401.50	–	–	–	–	–	1	–	4	2	4	4	2	1	–	7	–	–	–	–	2	–
Stenographers	43	38.5	298.50	281.50	210.50– 379.00	–	–	–	8	6	4	3	6	1	–	–	1	1	–	1	–	4	–	–	5	–
Typists	127	40.0	258.00	230.00	185.00– 277.00	–	1	20	17	15	19	23	1	–	1	14	2	–	2	1	–	–	3	2	–	6
Manufacturing	31	39.5	269.50	256.50	194.50– 332.50	–	–	7	2	3	–	7	1	–	–	5	2	–	2	–	–	–	3	2	–	6
Nonmanufacturing	96	40.0	254.50	230.00	185.00– 254.00	–	1	13	15	12	19	16	–	–	1	9	–	–	–	1	–	–	3	–	–	6
Typists I	95	40.0	230.00	201.50	180.00– 240.00	–	1	20	17	13	19	7	1	–	1	12	–	–	2	–	–	–	–	2	–	–
Manufacturing	27	[illegible]	260.00	240.00	173.00– 322.00	–	–	7	2	3	–	7	1	–	–	3	–	–	2	–	–	–	–	2	–	–
Nonmanufacturing	68	40.0	218.00	200.00	180.00– 232.50	–	1	13	15	10	19	–	–	–	1	9	–	–	–	–	–	–	–	–	–	–
Typists II	32	39.5	342.00	254.50	254.00– 478.00	–	–	–	–	2	–	16	–	–	–	2	2	–	–	1	–	–	3	–	–	* 6
Word processors	31	38.0	275.00	248.50	221.00– 305.00	–	–	3	1	3	5	5	6	–	2	1	–	–	–	–	1	1	3	–	–	–
Nonmanufacturing	27	38.0	276.00	242.50	200.00– 318.00	–	–	3	1	3	5	4	3	–	2	1	–	–	–	–	1	1	3	–	–	–
Key entry operators	324	39.0	238.50	229.00	186.00– 286.00	4	25	38	46	29	37	36	45	22	8	5	8	2	4	6	4	4	–	–	1	–
Manufacturing	84	39.5	251.50	247.00	208.00– 282.50	–	2	4	10	9	12	10	16	8	1	3	8	–	–	–	–	–	–	–	1	–
Nonmanufacturing	240	39.0	231.50	220.00	170.50– 268.00	4	23	34	35	20	25	26	29	14	7	2	–	2	4	6	4	4	–	–	1	–
Key entry operators I	242	38.0	210.50	200.00	165.00– 243.00	4	25	38	46	29	34	32	13	14	–	3	3	–	–	–	–	–	–	–	1	–
Manufacturing	68	39.5	240.50	227.00	200.00– 267.50	–	2	4	10	9	12	10	9	5	–	3	3	–	–	–	–	–	–	–	1	–
Nonmanufacturing	174	39.0	198.50	198.00	160.00– 231.00	4	23	34	36	20	22	22	4	9	–	–	–	–	–	–	–	–	–	–	1	–
Key entry operators II	82	39.5	314.00	298.00	268.00– 358.00	–	–	–	–	–	3	4	32	8	8	2	5	2	4	6	4	4	–	–	–	–
Nonmanufacturing	66	39.5	318.00	286.00	268.00– 388.00	–	–	–	–	–	3	4	25	5	7	2	–	2	4	6	4	4	–	–	–	–
Other clerical occupations																									
Accounting clerks	583	38.5	241.00	238.50	197.00– 275.50	16	38	60	40	80	68	77	74	55	30	20	20	1	2	1	2	1	4	1	2	3
Manufacturing	182	39.5	267.50	268.00	230.50– 305.00	–	2	7	12	18	18	19	36	24	8	20	14	–	2	1	1	–	–	–	–	–
Nonmanufacturing	411	38.0	229.50	225.00	176.50– 265.00	16	34	53	28	62	50	58	38	31	22	–	6	1	–	–	1	1	4	1	2	3
Transportation and utilities	44	40.0	322.50	279.50	251.00– 445.00	–	–	–	1	3	3	7	9	8	1	–	–	–	–	–	1	1	4	1	2	3
Accounting clerks I	187	38.5	195.50	192.50	160.00– 225.50	16	19	43	20	40	21	15	10	2	–	–	2	–	–	–	–	–	–	–	–	–
Manufacturing	48	39.0	231.00	236.00	200.00– 256.00	–	2	4	4	8	9	11	7	1	–	–	2	–	–	–	–	–	–	–	–	–
Nonmanufacturing	139	38.0	183.00	174.00	160.00– 213.50	* * 16	16	39	16	32	12	4	3	1	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of tables.

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Table A-1. Weekly earnings of office workers in Northeast Pennsylvania, August 1987 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[2]	Median[2]	Middle range[2]	Under 140	140 and under 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 520	520 and over
Accounting clerks II	314	38.5	247.00	242.50	212.00– 281.50	–	18	17	18	34	47	59	41	30	24	12	11	–	2	–	1	–	–	–	–	–
Manufacturing	95	39.5	272.00	270.50	233.00– 315.00	–	–	3	6	10	9	6	21	11	8	12	6	–	2	–	1	–	–	–	–	–
Nonmanufacturing	219	38.0	236.00	240.00	204.00– 269.50	–	18	14	12	24	38	53	20	19	16	–	5	–	–	–	–	–	–	–	–	–
Transportation and utilities	25	40.0	285.00	273.00	249.50– 285.00	–	–	–	–	2	2	5	7	8	1	–	–	–	–	–	–	–	–	–	–	–
Accounting clerks III	85	38.5	302.50	293.50	269.00– 336.00	–	–	–	2	6	–	3	22	23	6	8	6	1	–	–	1	1	4	1	1	–
Manufacturing	38	39.5	298.00	295.50	269.00– 336.00	–	–	–	2	–	–	2	6	12	–	8	6	–	–	–	–	–	–	–	–	–
Nonmanufacturing	47	37.5	306.50	292.00	265.00– 300.00	–	–	–	–	6	–	1	14	11	6	–	–	1	–	–	1	1	4	1	1	–
Payroll clerks	188	38.5	334.50	302.50	248.50– 452.50	–	1	3	7	3	8	39	14	10	22	4	6	4	–	–	–	50	14	2	–	1
Manufacturing	61	39.5	298.50	300.00	251.50– 316.00	–	–	–	4	1	6	6	3	7	20	3	4	4	–	–	–	1	1	–	–	1
Nonmanufacturing	127	38.0	353.00	452.50	248.50– 452.50	–	1	3	3	2	2	33	11	3	2	1	2	–	–	–	–	49	13	2	–	–
File clerks	177	37.5	186.00	170.00	168.00– 209.00	5	52	43	29	11	4	26	2	3	–	–	–	2	–	–	–	–	–	–	–	–
Nonmanufacturing	155	37.0	181.00	169.50	150.00– 197.00	5	52	39	23	8	4	20	2	–	–	–	–	2	–	–	–	–	–	–	–	–
File clerks I	153	37.5	186.00	170.00	158.00– 206.50	–	50	40	23	7	3	23	2	3	–	–	–	2	–	–	–	–	–	–	–	–
Nonmanufacturing	134	37.0	180.50	163.00	151.00– 191.00	–	50	38	20	4	3	17	2	–	–	–	–	2	–	–	–	–	–	–	–	–
Order clerks	162	39.5	292.00	275.50	234.00– 347.00	–	1	1	5	17	20	20	21	24	1	9	9	9	5	5	9	6	–	–	–	–
Manufacturing	162	39.5	292.00	275.50	234.00– 347.00	–	1	1	5	17	20	20	21	24	1	9	9	9	5	5	9	6	–	–	–	–
Order clerks I	125	39.5	272.50	264.00	220.00– 296.50	–	1	1	5	17	20	14	15	21	1	9	9	6	3	–	3	–	–	–	–	–
Manufacturing	125	39.5	272.50	264.00	220.00– 296.50	–	1	1	5	17	20	14	15	21	1	9	9	6	3	–	3	–	–	–	–	–
Receptionists	30	38.5	219.00	224.50	179.50– 260.00	–	3	5	1	2	10	–	6	1	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operators	32	39.5	209.00	201.00	172.50– 220.00	–	2	6	6	2	10	1	2	–	–	–	–	–	–	–	–	–	–	1	–	–
Nonmanufacturing	30	39.5	199.50	185.00	170.00– 220.00	–	2	6	6	2	9	1	2	–	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operator-receptionists	125	39.5	237.00	231.00	200.00– 275.00	–	7	9	15	6	28	11	27	9	10	–	–	–	1	–	–	–	–	–	–	–
Manufacturing	66	39.5	255.50	257.00	225.50– 275.00	–	–	–	4	4	16	10	19	3	10	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	59	39.5	216.00	218.00	186.50– 268.00	–	7	9	11	4	12	1	8	6	–	–	–	–	1	–	–	–	–	–	–	–

[1] All workers were at $540 to $560.

[2] Workers were distributed as follows: 4 at $100 to $120; and 12 at $120 to $140.

Also see footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Northeast Pennsylvania, August 1987

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[3]	Median[3]	Middle range[3]	160 and under 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 340	340 – 380	380 – 420	420 – 460	460 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 – 740	740 – 780	780 – 820	820 and over
Computer systems analysts (business)	180	38.0	675.50	680.50	593.00– 767.50	–	–	–	–	–	–	–	–	–	2	2	12	3	16	18	37	21	12	18	23	16
Manufacturing	31	39.0	621.50	638.00	468.50– 780.00	–	–	–	–	–	–	–	–	–	2	–	10	1	1	–	5	1	2	–	8	1
Computer systems analysts (business) II	83	38.0	650.00	619.50	571.00– 775.50	–	–	–	–	–	–	–	–	–	2	2	2	1	12	13	4	2	3	8	13	1
Nonmanufacturing	53	38.0	643.50	600.00	571.00– 762.00	–	–	–	–	–	–	–	–	–	–	2	2	1	11	13	4	2	2	8	7	1
Computer programmers (business)	226	39.0	443.50	447.80	356.00– 520.00	–	–	–	2	2	2	9	36	24	21	25	25	37	26	4	10	1	–	2	–	–
Manufacturing	53	39.0	477.50	514.00	422.50– 535.00	–	–	–	–	–	1	–	7	2	2	8	2	21	5	1	3	–	–	1	–	–
Nonmanufacturing	173	39.0	433.00	425.00	342.00– 517.00	–	–	–	2	2	1	9	29	22	19	17	23	16	21	3	7	1	–	1	–	–
Transportation and utilities	50	40.0	467.00	470.00	384.50– 536.50	–	–	–	–	–	–	2	6	2	7	4	10	7	7	2	2	–	–	1	–	–
Computer programmers (business) I	50	39.5	317.00	317.00	280.00– 337.00	–	–	–	2	2	2	9	24	6	5	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	45	39.5	318.00	317.00	280.00– 337.00	–	–	–	2	2	1	9	20	6	5	–	–	–	–	–	–	–	–	–	–	–
Computer programmers (business) II	118	38.0	447.50	448.00	377.00– 514.00	–	–	–	–	–	–	–	12	18	14	19	18	22	14	1	–	–	–	–	–	–
Manufacturing	34	39.5	473.00	513.00	426.00– 519.00	–	–	–	–	–	–	–	3	2	2	5	2	17	2	1	–	–	–	–	–	–
Nonmanufacturing	84	38.5	437.00	443.50	371.00– 491.50	–	–	–	–	–	–	–	9	16	12	14	16	5	12	–	–	–	–	–	–	–
Computer programmers (business) III	58	38.0	545.00	538.50	489.00– 586.50	–	–	–	–	–	–	–	–	–	2	6	7	15	12	3	10	1	–	2	–	–
Nonmanufacturing	44	39.0	543.50	538.50	484.00– 585.00	–	–	–	–	–	–	–	–	–	2	3	7	11	9	3	7	1	–	1	–	–
Computer operators	190	39.0	310.50	313.00	240.00– 370.50	12	10	12	9	24	6	14	27	33	20	11	12	–	–	–	–	–	–	–	–	–
Manufacturing	38	39.0	340.50	344.50	307.00– 370.00	–	–	–	–	2	2	5	7	14	6	2	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	152	39.0	303.00	295.00	230.00– 372.00	12	10	12	9	22	4	9	20	19	14	9	12	–	–	–	–	–	–	–	–	–
Computer operators I	71	39.0	241.50	230.00	190.00– 259.00	12	6	12	9	17	–	3	2	6	2	1	1	–	–	–	–	–	–	–	–	–
Nonmanufacturing	69	39.0	240.50	230.00	190.00– 255.00	12	6	12	9	16	–	3	1	6	2	1	1	–	–	–	–	–	–	–	–	–
Computer operators II	103	38.5	343.50	335.00	295.00– 384.00	–	4	–	–	7	6	11	25	22	12	7	9	–	–	–	–	–	–	–	–	–
Manufacturing	30	39.0	338.50	344.00	290.00– 361.00	–	–	–	–	1	2	5	6	11	4	1	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	73	38.5	348.00	335.00	295.00– 389.50	–	4	–	–	6	4	6	19	11	8	6	9	–	–	–	–	–	–	–	–	–
Drafters	176	39.5	355.50	352.00	281.50– 405.50	–	1	1	4	14	23	11	29	32	28	9	11	11	2	–	–	–	–	–	–	–
Manufacturing	114	39.0	371.00	375.00	288.00– 417.50	–	–	–	–	9	18	4	18	18	22	5	10	11	1	–	–	–	–	–	–	–
Drafters II	45	39.5	269.50	268.00	255.50– 281.50	–	1	1	4	13	14	5	5	2	–	–	–	–	–	–	–	–	–	–	–	–
Drafters III	83	39.0	347.00	352.00	305.50– 384.00	–	–	–	–	–	9	6	21	26	21	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	49	38.5	349.00	373.00	300.00– 402.00	–	–	–	–	–	9	3	9	12	16	–	–	–	–	–	–	–	–	–	–	–
Drafters IV	25	39.0	450.50	459.00	374.00– 521.50	–	–	–	–	–	–	–	3	4	3	3	2	9	1	–	–	–	–	–	–	–
Electronics technicians	252	40.0	544.50	529.00	470.00– 648.00	–	–	–	4	–	–	–	3	14	11	15	53	34	4	3	105	2	4	–	–	–
Manufacturing	127	40.0	494.00	478.00	454.00– 515.50	–	–	–	–	–	–	–	2	5	11	14	52	28	4	3	6	2	–	–	–	–
Electronics technicians I	30	40.0	401.50	420.50	377.50– 470.00	–	–	–	4	–	–	–	2	2	6	5	11	–	–	–	–	–	–	–	–	–
Manufacturing	25	40.0	431.00	450.00	408.50– 470.00	–	–	–	–	–	–	–	1	2	6	5	11	–	–	–	–	–	–	–	–	–
Electronics technicians II	191	40.0	568.00	648.00	476.00– 648.00	–	–	–	–	–	–	–	1	12	5	5	31	33	–	1	99	–	4	–	–	

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Northeast Pennsylvania, August 1987

Sex,[4] occupation, and industry division	Number of workers	Average (mean[5])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[2]
Office occupations - men			
Accounting clerks	53	39.0	260.50
Nonmanufacturing	31	38.5	266.50
Accounting clerks II	26	39.0	283.50
Office occupations - women			
Secretaries	468	38.5	313.50
Manufacturing	240	39.0	344.00
Nonmanufacturing	226	38.0	281.50
Transportation and utilities	45	40.0	331.00
Secretaries I	87	38.0	247.50
Nonmanufacturing	70	38.0	237.50
Secretaries II	189	38.5	301.00
Manufacturing	121	38.5	323.00
Nonmanufacturing	68	38.0	282.00
Secretaries III	119	39.0	343.00
Manufacturing	80	39.5	361.50
Nonmanufacturing	59	39.0	324.50
Secretaries IV	64	39.0	370.50
Manufacturing	37	39.0	368.50
Nonmanufacturing	27	37.5	345.00
Stenographers	43	38.5	296.50
Typists	124	40.0	254.50
Manufacturing	29	39.5	263.00
Nonmanufacturing	95	40.0	252.00
Typists I	93	40.0	227.00
Manufacturing	25	39.5	251.50
Nonmanufacturing	68	40.0	218.00
Typists II	31	39.5	337.50
Word processors	31	39.0	275.00
Nonmanufacturing	27	39.0	276.00
Key entry operators	319	39.0	237.00
Manufacturing	84	39.5	251.50
Nonmanufacturing	235	39.0	232.00
Key entry operators I	237	39.0	210.50
Manufacturing	68	39.5	240.50
Nonmanufacturing	169	39.0	198.50
Key entry operators II	82	39.5	314.00
Nonmanufacturing	66	39.5	318.00
Accounting clerks	339	38.5	237.00
Manufacturing	160	39.0	263.00
Nonmanufacturing	379	38.0	226.00
Transportation and utilities	39	40.0	303.50
Accounting clerks I	174	38.0	186.50
Manufacturing	45	39.0	231.50
Nonmanufacturing	129	38.0	184.50
Accounting clerks II	287	38.5	243.00
Manufacturing	78	39.5	283.50
Nonmanufacturing	209	38.0	235.50
Transportation and utilities	25	40.0	295.00
Accounting clerks III	75	38.5	303.00
Manufacturing	36	39.5	297.00
Nonmanufacturing	39	37.5	308.50
Payroll clerks	180	38.5	333.00
Manufacturing	55	39.5	298.00
Nonmanufacturing	125	38.0	353.00
File clerks	172	37.5	185.00
Nonmanufacturing	150	37.0	180.00
File clerks I	148	37.5	184.50
Nonmanufacturing	129	37.0	179.00
Order clerks	149	39.5	279.50
Manufacturing	149	39.5	279.50
Order clerks I	125	39.5	272.50
Manufacturing	125	39.5	272.50
Receptionists	90	38.5	219.00
Switchboard operators	32	39.5	209.00
Nonmanufacturing	30	39.5	199.50
Switchboard operator-receptionists	125	39.5	237.00
Manufacturing	66	39.5	255.50
Nonmanufacturing	59	39.5	218.00
Professional and technical occupations - men			
Computer systems analysts (business)	130	38.0	666.00
Nonmanufacturing	109	38.0	669.50
Computer systems analysts (business) II	37	38.0	673.50
Nonmanufacturing	32	37.5	663.00
Computer systems analysts (business) III	92	38.0	666.50
Computer programmers (business)	146	39.0	456.00
Manufacturing	36	39.5	469.00
Nonmanufacturing	109	39.0	445.00
Transportation and utilities	32	40.0	499.00
Computer programmers (business) II	79	39.0	444.00
Nonmanufacturing	55	38.5	433.50
Computer programmers (business) III	45	39.0	548.00
Nonmanufacturing	34	39.0	546.00
Computer operators	109	39.0	341.00
Nonmanufacturing	67	38.5	340.50
Computer operators I	39	39.0	280.50
Nonmanufacturing	27	39.0	279.50
Computer operators II	71	38.5	358.50
Nonmanufacturing	53	39.5	360.50
Drafters	189	39.5	385.50
Manufacturing	112	39.0	370.00
Drafters II	42	39.5	357.00
Drafters III	79	39.0	346.50
Manufacturing	49	39.5	349.00
Drafters IV	25	39.0	450.50
Electronics technicians	248	40.0	543.50
Manufacturing	126	40.0	484.50
Electronics technicians I	99	40.0	399.00
Electronics technicians II	169	40.0	487.00
Professional and technical occupations - women			
Computer programmers (business)	81	39.0	421.50
Nonmanufacturing	64	39.0	412.50
Computer programmers (business) I	29	39.5	328.00
Nonmanufacturing	25	39.5	327.00
Computer programmers (business) II	39	39.0	461.50
Nonmanufacturing	29	39.0	444.50
Computer operators	91	39.0	289.00
Nonmanufacturing	65	39.0	282.50
Computer operators I	43	39.5	219.00
Nonmanufacturing	42	39.5	215.00
Computer operators II	32	39.5	389.50

[4]See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Northeast Pennsylvania, August 1987

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean[1]	Median[1]	Middle range[1]	Under 5.00	5.00 and under 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 16.00	16.00 – 17.00
Maintenance carpenters	29	9.19	9.79	6.82–10.29	–	–	4	2	2	–	1	–	2	1	4	6	1	1	4	–	–	–	1	–	–	–	–
Maintenance electricians	259	11.49	11.01	10.29–11.75	–	–	–	–	3	1	–	7	3	14	16	27	40	46	47	15	–	2	–	2	12	–	22
Manufacturing	224	11.08	11.00	10.29–11.71	–	–	–	–	–	–	–	6	2	14	16	26	39	46	47	15	–	–	–	2	12	–	–
Maintenance machinists	161	10.62	10.67	9.81–11.75	–	–	–	–	3	–	–	4	12	1	30	17	25	14	50	2	–	1	2	–	–	–	–
Manufacturing	158	10.60	10.67	9.81–11.75	–	–	–	–	3	–	–	3	12	1	30	17	25	14	50	2	–	1	–	–	–	–	–
Maintenance mechanics (machinery)	408	10.50	10.79	9.76–11.45	–	–	8	–	7	1	12	59	8	1	24	44	58	66	75	–	–	13	–	1	11	–	–
Manufacturing	400	10.46	10.79	9.72–11.45	–	–	8	–	7	1	12	59	8	1	24	44	58	66	75	–	–	7	–	1	11	–	–
Motor vehicle mechanics	183	13.00	13.88	11.00–14.88	–	–	–	–	5	1	–	5	2	–	23	–	4	20	6	–	5	4	28	4	40	36	–
Nonmanufacturing	169	13.20	13.88	11.00–14.88	–	–	–	–	5	1	–	4	–	–	12	–	4	20	6	–	5	3	28	4	40	36	–
Transportation and utilities	159	13.58	14.01	11.00–14.88	–	–	–	–	–	1	–	4	–	–	12	–	4	20	1	–	5	3	28	4	40	36	–
Maintenance workers (general)	513	7.90	7.85	5.71– 9.60	* 61	34	53	43	25	30	21	19	33	31	43	50	10	20	13	–	1	24	2	–	–	–	–
Manufacturing	280	9.11	9.11	7.88–10.21	2	–	28	13	5	13	17	7	31	30	40	38	10	18	11	–	1	17	–	–	–	–	–
Nonmanufacturing	233	6.48	5.73	4.75– 7.29	59	34	25	30	20	17	4	12	2	1	3	11	–	4	2	–	–	7	2	–	–	–	–
Transportation and utilities	55	7.67	6.10	6.05– 7.29	–	4	4	23	4	7	–	1	–	1	–	–	–	–	2	–	–	7	2	–	–	–	–
Maintenance trades helpers	26	8.82	9.21	6.26–10.41	1	1	–	–	1	2	–	6	–	6	–	1	6	–	–	–	–	–	–	–	–	–	–
Tool and die makers	127	11.98	12.00	10.35–13.34	–	–	–	–	–	–	–	–	–	–	4	33	13	–	10	33	–	16	–	–	16	–	–
Manufacturing	127	11.98	12.00	10.35–13.34	–	–	–	–	–	–	–	–	–	–	4	33	13	–	10	33	–	16	–	–	16	–	–
Stationary engineers	32	12.69	11.36	10.27–11.75	–	–	–	–	–	–	–	–	–	–	2	7	2	7	7	–	–	–	–	–	–	–	7

[1] Workers were distributed as follows: 16 at $4.00 to $4.50; and 45 at $4.50 to $5.00.
Also, see footnotes at end of tables.

Table A-6. Hourly earnings of material movement and custodial workers in Northeast Pennsylvania, August 1987

Occupation and industry division	Number of workers	Hourly earnings (in dollars)*			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean*	Median*	Middle range*	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00
Truckdrivers	824	10.46	9.85	7.71–13.67	-	-	-	-	6	9	10	58	48	18	50	46	25	41	98	38	24	50	-	9	3	75	4	166
Manufacturing	196	9.19	9.24	7.80–10.33	-	-	-	-	6	6	2	23	10	2	6	3	23	37	1	36	18	4	-	8	-	18	-	-
Nonmanufacturing	628	10.87	9.85	7.71–15.18	-	-	-	-	-	-	2	33	38	16	87	46	2	4	85	2	6	46	-	4	3	58	4	166
Transportation and utilities	393	13.50	15.18	13.67–15.18	-	-	-	-	-	-	-	14	24	-	6	-	-	-	1	-	-	-	-	4	3	58	4	166
Truckdrivers, light truck	275	12.01	15.18	7.71–15.18	-	-	-	-	6	7	2	-	6	1	80	2	1	1	-	-	-	-	-	-	-	18	-	152
Truckdrivers, medium truck	87	9.12	10.33	7.40–10.33	-	-	-	-	-	-	-	16	2	16	6	2	3	-	1	32	10	4	-	-	3	1	2	-
Manufacturing	69	9.69	10.33	10.33–10.33	-	-	-	-	-	-	-	-	1	6	1	1	3	-	1	32	10	4	-	-	3	1	2	-
Nonmanufacturing	38	7.57	7.40	6.35– 7.40	-	-	-	-	-	-	-	16	1	16	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers, heavy truck	166	8.77	9.85	6.80– 9.85	-	-	-	-	-	-	-	21	6	-	1	14	6	-	50	-	6	-	-	-	-	-	-	-
Truckdrivers, tractor-trailer	289	10.89	10.80	9.34–13.67	-	-	-	-	-	-	-	12	-	1	6	31	4	24	45	2	6	46	-	6	-	58	2	16
Manufacturing	39	9.69	9.34	9.34–10.80	-	-	-	-	-	-	-	2	-	1	6	31	2	20	4	2	6	46	-	6	-	58	2	16
Nonmanufacturing	252	11.16	11.38	9.71–13.67	-	-	-	-	-	-	-	10	-	-	6	-	2	4	45	2	-	46	-	-	-	58	2	16
Transportation and utilities	99	12.88	13.67	13.67–13.67	-	-	-	-	-	-	-	10	-	-	6	-	2	-	1	-	-	-	-	-	-	58	2	16
Shippers	75	7.89	8.09	6.30– 8.47	-	-	-	-	-	-	12	12	6	-	2	23	1	-	13	-	-	-	-	-	-	-	-	-
Manufacturing	69	7.85	8.30	6.25– 8.95	-	-	-	-	-	-	3	12	6	-	2	16	1	-	13	-	-	-	-	-	-	-	-	-
Receivers	180	8.65	8.35	6.70– 8.35	-	3	2	13	1	52	12	11	6	16	18	4	12	4	-	-	-	-	4	-	-	-	-	-
Manufacturing	69	7.27	7.13	6.39– 8.47	-	3	2	-	1	1	12	10	6	-	11	4	2	4	-	-	-	-	2	-	-	-	-	-
Nonmanufacturing	109	9.57	9.70	9.70– 7.87	-	-	-	13	-	51	-	1	-	16	7	-	10	-	-	-	-	-	2	-	-	-	-	-
Shippers and receivers	90	8.39	9.09	6.95–10.09	-	-	-	-	7	7	5	7	-	4	4	6	1	11	16	12	-	8	-	6	-	-	-	-	-
Manufacturing	91	8.79	9.09	7.25–10.09	-	-	-	-	-	-	5	7	-	4	4	2	1	10	6	12	-	7	-	-	-	-	-	-	-
Warehousemen	844	8.19	8.30	6.85– 9.87	12	6	30	7	38	20	39	148	20	34	174	13	28	101	113	22	13	32	-	1	-	3	-	-
Manufacturing	405	8.38	8.47	6.75– 9.68	-	-	-	7	-	12	6	124	4	2	65	13	28	100	-	22	-	19	-	-	-	3	-	-
Nonmanufacturing	439	8.01	8.30	6.95–10.37	12	6	30	-	38	8	20	24	16	32	109	-	1	1	113	-	13	13	-	-	-	-	-	-
Order fillers	820	7.71	7.80	6.32– 8.73	-	38	1	13	27	75	110	82	75	25	166	28	-	144	-	-	-	-	-	-	-	-	-	-
Manufacturing	197	7.57	8.25	6.75– 8.47	-	-	1	6	6	5	23	12	18	25	74	25	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	699	7.75	7.38	6.32– 9.86	-	38	1	7	21	70	87	70	58	-	91	-	-	144	-	-	-	-	-	-	-	-	-	-
Shipping packers	228	7.48	7.80	6.89– 8.33	-	-	-	6	14	25	-	36	16	150	60	16	-	2	-	-	-	-	-	-	-	-	-	-
Manufacturing	114	7.79	8.47	7.11– 8.47	-	-	-	6	14	-	-	6	2	3	60	16	-	2	-	-	-	-	-	-	-	-	-	-
Material handling laborers	226	10.88	9.66	8.39–14.72	18	6	14	2	11	1	15	24	1	22	14	66	-	66	3	-	6	-	2	-	-	231	-	-
Manufacturing	169	7.40	7.92	6.34– 8.54	18	3	6	2	9	1	15	23	1	22	13	65	-	66	3	-	6	-	2	-	-	231	-	-
Forklift operators	688	10.84	9.86	9.25–13.25	-	-	-	-	-	15	24	16	1	10	72	31	74	188	51	32	30	31	16	-	36	180	-	-
Manufacturing	467	9.18	9.46	8.39– 9.84	-	-	-	-	-	15	24	16	1	4	72	31	74	104	51	30	6	9	16	-	-	-	-	-
Guards	699	4.28	3.60	3.35– 4.80	188	346	71	52	25	24	34	7	6	7	6	7	10	6	1	-	-	-	-	-	-	-	-	-
Manufacturing	61	7.29	7.36	6.00– 8.00	-	2	1	6	2	-	4	6	6	6	4	2	7	3	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	647	4.02	3.60	3.35– 4.00	188	344	70	46	23	24	30	1	2	2	2	-	-	3	-	-	-	-	-	-	-	-	-	-
Guards I	699	4.37	3.95	3.35– 4.00	188	346	71	52	25	18	33	4	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-
Manufacturing	36	7.80	7.00	6.34– 9.00	-	2	1	6	2	-	4	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	663	3.89	3.80	3.35– 4.00	188	344	70	46	23	18	29	4	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners	1,151	5.17	4.35	3.80– 6.17	261	211	134	78	146	13	46	38	16	32	21	16	57	16	11	9	-	-	13	-	6	-	-	-
Manufacturing	220	7.34	7.73	6.35– 8.85	-	4	11	33	37	-	20	20	16	31	21	-	37	15	7	1	-	-	13	-	-	-	-	-
Nonmanufacturing	851	4.44	3.75	3.35– 5.00	261	207	123	45	109	6	26	18	-	1	-	-	20	1	4	8	-	-	-	-	6	-	-	-
Transportation and utilities	39	9.42	10.18	7.33–10.80	-	-	-	-	-	-	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Northeast Pennsylvania, August 1987

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2]) hourly earnings (in dollars)[3]
Maintenance, toolroom, and powerplant occupations - men		
Maintenance carpenters	29	9.19
Maintenance electricians	256	11.49
Manufacturing	224	11.08
Maintenance machinists	161	10.62
Manufacturing	158	10.60
Maintenance mechanics (machinery)	405	10.50
Manufacturing	399	10.46
Motor vehicle mechanics	183	13.00
Nonmanufacturing	186	13.30
Transportation and utilities	158	13.56
Maintenance workers (general)	513	7.90
Manufacturing	280	9.11
Nonmanufacturing	233	6.46
Transportation and utilities	55	7.67
Maintenance trades helpers	26	8.82
Tool and die makers	127	11.96
Manufacturing	127	11.96
Stationary engineers	32	12.08
Material movement and custodial occupations - men		
Truckdrivers	817	10.46
Manufacturing	189	9.13
Nonmanufacturing	628	10.86
Transportation and utilities	262	13.50
Truckdrivers, light truck	275	12.01
Truckdrivers, medium truck	96	9.09
Manufacturing	59	9.83
Nonmanufacturing	37	7.73
Truckdrivers, heavy truck	106	8.77
Truckdrivers, tractor-trailer	252	10.96
Manufacturing	30	9.45
Nonmanufacturing	222	11.16
Transportation and utilities	93	12.85
Shippers	50	8.23
Manufacturing	40	8.34
Receivers	158	8.82
Manufacturing	58	7.28
Nonmanufacturing	100	9.57
Shippers and receivers	87	8.37
Manufacturing	80	8.78
Warehousemen	787	8.14
Manufacturing	373	8.35
Nonmanufacturing	394	7.95
Order fillers	536	8.47
Manufacturing	148	7.37
Shipping packers:		
Manufacturing	89	7.80
Material handling laborers	497	11.03
Manufacturing	192	7.38
Forklift operators	820	10.85
Manufacturing	449	9.18
Guards	659	4.26
Manufacturing	46	7.34
Nonmanufacturing	613	4.03
Guards I	627	4.08
Manufacturing	38	7.09
Nonmanufacturing	591	3.90
Janitors, porters, and cleaners	795	5.63
Manufacturing	262	7.35
Nonmanufacturing	533	4.79
Transportation and utilities	35	9.33
Material movement and custodial occupations - women		
Warehousemen	71	8.53
Guards	39	4.23
Nonmanufacturing	34	3.85
Guards I	36	3.93
Nonmanufacturing	34	3.85
Janitors, porters, and cleaners	355	4.12
Manufacturing	28	7.23
Nonmanufacturing	327	3.96

See footnotes at end of tables.

Table A-7. Indexes of earnings and percent increases for selected occupational groups, Northeast Pennsylvania, selected periods

Period[4]	All industries					Manufacturing					Nonmanufacturing			
	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Unskilled plant
Indexes (August 1977 = 100):														
August 1986	173.2	197.3	186.0	172.0	184.0	(3)	(3)	(3)	172.1	170.9	(3)	(3)	(3)	183.2
August 1987	180.5	194.2	(3)	178.4	188.8	(3)	(3)	(3)	178.1	174.0	(3)	(3)	(3)	188.6
Percent increases:														
August 1974 to August 1975	6.7	(3)	7.1	6.6	7.6	6.1	(3)	6.5	7.2	8.3	5.9	(3)	(3)	6.8
August 1975 to August 1976	10.0	(3)	7.6	6.4	7.4	7.3	(3)	8.0	6.1	6.6	11.9	(3)	(3)	8.0
August 1976 to August 1977	7.4	(3)	9.3	10.4	6.8	8.5	(3)	9.8	10.5	10.6	6.7	(3)	(3)	7.3
August 1977 to August 1978	6.8	6.2	7.8	6.0	6.5	7.0	(3)	6.5	6.1	7.3	6.7	(3)	(3)	9.3
August 1978 to August 1979	6.1	6.4	10.0	7.0	6.2	7.0	(3)	10.3	7.0	5.9	4.5	(3)	(3)	9.6
August 1979 to August 1980	8.9	10.1	6.1	8.9	10.0	6.8	(3)	5.8	8.3	9.4	9.0	9.4	(3)	10.2
August 1980 to August 1981	9.1	8.2	10.6	7.9	9.3	9.2	(3)	10.9	7.6	9.2	9.1	8.0	(3)	9.4
August 1981 to August 1982	7.8	11.0	5.5	6.6	4.6	8.6	(3)	6.3	7.0	6.4	(3)	10.7	(3)	4.0
August 1982 to August 1983	5.7	6.0	5.9	5.4	3.0	(3)	(3)	6.9	5.4	5.2	5.5	5.6	(3)	2.1
August 1983 to August 1984	4.5	6.2	7.7	5.5	1.9	(3)	(3)	(3)	6.3	5.3	4.2	6.6	(3)	0.8
August 1984 to August 1985	4.5	5.8	6.4	3.7	2.4	(3)	(3)	(3)	4.0	3.8	5.6	6.4	(3)	1.9
August 1985 to August 1986	3.4	5.2	4.4	3.0	3.4	(3)	(3)	(3)	2.4	2.9	2.8	4.9	(3)	3.6
August 1986 to August 1987	4.2	3.7	(3)	3.7	2.9	(3)	(3)	(3)	3.5	1.8	4.3	3.0	(3)	3.3

See footnotes at end of tables.

Table A-8. Pay relationships in establishments with paired office clerical occupations, Northeast Pennsylvania, August 1987

Occupation for which earnings are compared	Occupation for which average earnings equal 100																
	Secretaries				Typists		Key entry operators		Accounting clerks			Payroll clerks	File clerks	Order clerks	Recep-tionists	Switch-board operators	Switch-board operator -recep-tionists
	I	II	III	IV	I	II	I	II	I	II	III		I	I			
Secretaries I	100	87	80	68	110	(1)	108	(1)	(1)	106	(1)	91	142	(1)	(1)	(1)	124
Secretaries II	114	100	85	79	126	(1)	111	101	127	104	(1)	99	(1)	(1)	(1)	96	113
Secretaries III	113	118	100	84	130	(1)	129	114	148	135	116	108	177	(1)	152	116	134
Secretaries IV	147	127	119	100	161	(1)	147	132	178	143	(1)	135	(1)	(1)	(1)	(1)	154
Typists I	91	79	77	62	100	(1)	92	(1)	105	86	(1)	80	(1)	(1)	(1)	(1)	98
Typists II	(1)	(1)	(1)	(1)	(1)	100	(1)	(1)	(1)	96	(1)	84	118	98	(1)	100	100
Key entry operators I	93	80	78	63	109	(1)	100	73	107	92	(1)	84	118	98	(1)	100	100
Key entry operators II	(1)	(1)	(1)	(1)	(1)	(1)	136	100	142	114	(1)	101	147	(1)	(1)	(1)	107
Accounting clerks I	95	79	67	56	95	(1)	94	71	100	81	(1)	80	106	(1)	(1)	88	94
Accounting clerks II	95	88	74	58	117	105	109	88	123	100	75	95	124	102	107	112	107
Accounting clerks III	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	133	100	112	172	(1)	145	105	125
Payroll clerks	110	101	93	74	124	(1)	119	99	125	105	80	100	148	108	(1)	(1)	118
File clerks I	71	57	53	(1)	(1)	(1)	85	68	(1)	81	58	68	100	91	(1)	(1)	78
Order clerks I	(1)	(1)	(1)	(1)	(1)	(1)	102	(1)	(1)	98	(1)	93	110	100	(1)	(1)	98
Receptionists	(1)	104	86	(1)	(1)	(1)	(1)	(1)	(1)	94	80	(1)	(1)	(1)	100	100	(1)
Switchboard operators	100	(1)	(1)	(1)	(1)	(1)	(1)	(1)	113	89	(1)	85	(1)	(1)	(1)	(1)	(1)
Switchboard operator-receptionists	81	86	75	65	104	91	100	93	108	94	80	86	131	102	(1)	(1)	100

NOTE: This matrix table shows the average (mean) relationship of earnings in establishments between any two occupations compared. Earnings for an occupation in the table stub are expressed as a percent of the earnings for an occupation in the column heading at the point where the data lines for the two intersect. For example, reading across the Secretaries II row, the 114 in the Secretaries I column indicates that Secretaries II average 114 percent of (or 14 percent more than) the earnings of Secretaries I.

See appendix A for method of computation.

Also see footnotes at end of tables.

Table A-9. Pay relationships in establishments with paired professional and technical occupations, Northeast Pennsylvania, August 1987

Occupation for which earnings are compared	Occupation for which average earnings equal 100										
	Computer systems analysts (business)	Computer programmers (business)			Computer operators		Drafters			Electronics technicians	
	II	I	II	III	I	II	II	III	IV	I	II
Computer systems analysts (business) II	100	(1)	149	123	235	196	(1)	(1)	(1)	172	(1)
Computer programmers (business) I	(1)	100	70	62	153	94	(1)	(1)	(1)	(1)	(1)
Computer programmers (business) II	67	142	100	81	181	128	(1)	136	100	(1)	104
Computer programmers (business) III	81	161	123	100	171	154	(1)	(1)	(1)	(1)	(1)
Computer operators I	43	65	55	58	100	80	113	95	76	59	100
Computer operators II	51	106	78	65	124	100	(1)	(1)	(1)	(1)	75
Drafters II	(1)	(1)	(1)	(1)	(1)	80	100	84	59	(1)	(1)
Drafters III	(1)	(1)	(1)	(1)	(1)	105	(1)	100	77	(1)	(1)
Drafters IV	(1)	(1)	100	(1)	(1)	131	170	130	100	(1)	(1)
Electronics technicians I	58	(1)	(1)	(1)	(1)	113	(1)	(1)	(1)	100	83
Electronics technicians II	(1)	(1)	97	100	(1)	133	(1)	(1)	(1)	125	100

See table A-8 for description of these pay relationships and appendix A for method of computation.

Also see footnotes at end of tables.

Table A-10. Pay relationships in establishments with paired maintenance, toolroom, and powerplant occupations, Northeast Pennsylvania, August 1987

Occupation for which earnings are compared	Occupation for which average earnings equal 100								
	Carpenters	Electricians	Machinists	Maintenance mechanics (machinery)	Motor vehicle mechanics	Maintenance workers (general)	Trades helpers	Tool and die makers	Stationary engineers
Maintenance carpenters	100	98	(3)	99	(3)	124	(3)	(3)	102
Maintenance electricians	102	100	101	103	104	111	145	98	100
Maintenance machinists	(3)	98	100	102	104	104	(3)	98	100
Maintenance mechanics (machinery)	101	97	98	100	106	110	(3)	92	99
Motor vehicle mechanics	(3)	98	98	95	100	106	132	(3)	(3)
Maintenance workers (general)	(3)	90	(3)	91	94	100	120	83	89
Maintenance trades helpers	(3)	89	(3)	(3)	76	83	100	(3)	(3)
Tool and die makers	(3)	102	104	106	(3)	120	(3)	100	(3)
Stationary engineers	98	100	100	101	(3)	112	(3)	(3)	100

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-11. Pay relationships in establishments with paired material movement and custodial occupations, Northeast Pennsylvania, August 1987

Occupation for which earnings are compared	Occupation for which average earnings equal 100													
	Truckdrivers				Shippers	Receivers	Shippers and receivers	Warehousemen	Order fillers	Shipping packers	Material handling laborers	Forklift operators	Guards	Janitors, porters, and cleaners
	Light truck	Medium truck	Heavy truck	Tractor-trailer									I	
Truckdrivers, light truck	100	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	112	(3)	(3)	127
Truckdrivers, medium truck	(3)	100	(3)	(3)	107	115	104	(3)	(3)	(3)	(3)	107	110	125
Truckdrivers, heavy truck	(3)	(3)	100	(3)	(3)	(3)	(3)	(3)	99	(3)	(3)	(3)	(3)	(3)
Truckdrivers, tractor-trailer	(3)	(3)	(3)	100	107	107	102	103	101	(3)	104	104	(3)	158
Shippers	(3)	(3)	(3)	(3)	100	108	(3)	101	103	106	121	106	(3)	119
Receivers	(3)	(3)	(3)	(3)	93	100	100	100	98	100	105	101	132	120
Shippers and receivers	(3)	(3)	(3)	(3)	(3)	(3)	100	(3)	(3)	(3)	105	98	110	108
Warehousemen	(3)	(3)	(3)	(3)	98	100	(3)	100	99	92	107	100	142	114
Order fillers	(3)	(3)	101	(3)	97	102	101	101	100	(3)	(3)	99	(3)	111
Shipping packers	(3)	(3)	(3)	(3)	95	100	(3)	(3)	108	100	103	97	(3)	114
Material handling laborers	(3)	(3)	(3)	(3)	93	95	95	93	(3)	97	100	99	107	142
Forklift operators	(3)	(3)	(3)	(3)	94	98	104	100	101	104	101	100	116	113
Guards I	79	80	83	83	84	83	92	87	90	87	71	86	90	100
Janitors, porters, and cleaners	79	80	83	83	84	83	92	87	90	87	71	86	90	100

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Footnotes

Some of these standard footnotes may not apply to this bulletin.

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases - but not bonuses - under cost-of-living allowance clauses, and incentive payments, however, are included.

[3] The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[4] Earnings data relate only to workers whose sex identification was provided by the establishment.

[5] Estimates for periods ending prior to 1976 relate to men only for skilled maintenance and unskilled plant workers. All other estimates relate to men and women.

[6] Data do not meet publication criteria or data not available.

Appendix A. Scope and Method of Survey

In January 1987, the Bureau began to phase in a new 90-area program to replace the 70-area program that had produced annual surveys since July 1974. When the new plan is fully implemented in 1990, 32 of the areas will be surveyed annually, and two groups of 29 areas will be surveyed in alternate years. (For a full discussion of the change, see Laura Scofea, "BLS Area Wage Surveys Will Cover More Areas," *Monthly Labor Review*, June 1986, pp. 19-23.)

In each area surveyed,[1] the Bureau obtains wages and related benefits data from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Government operations and the construction and extractive industries are excluded. Small establishments—generally those of fewer then 50 employees—are excluded because they have few incumbents in the occupations studied. Appendix table 1 shows the number of establishments and workers estimated to be within the scope of this survey, as well as the number actually studied.

In the 32 areas surveyed annually, Bureau field representatives obtain data by personal visits at 3-year intervals. In intervening years, only information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In the two groups of 29 areas that are surveyed in alternate years, Bureau field representatives obtain data for a given area by personal visits if the previous data for the area were obtained primarily by mail and telephone. Thus, in a 4-year period, an area that was surveyed by personal visit the first year will have no survey in the second, a mail and telephone survey in the third, and none in the fourth. As with annual surveys, information on establishment practices and employee benefits is presented only for surveys conducted by personal visits; when information is collected primarily by mail and telephone, only information on employment and earnings is presented.

A sample of the establishments in the scope of the survey is selected for study prior to each personal visit survey. This sample, minus establishments which go out of business or are no longer within the industrial scope of the survey, is retained until the next personal visit survey is conducted. In most cases, establishments new to the area are not considered in the scope of the survey until the selection of a sample for a personal visit survey.

The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of 4 to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance, toolroom, and powerplant; and (4) material movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*.

Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables because either (1) data were insufficient to provide meaningful statistical results, or (2) there is possibility of disclosure of individual establishment data. Separate data for men and women are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in data for all industries combined. Likewise, for occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for

overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses, and incentive payments, however, are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar. Some A-series tables provide distributions of workers by earnings; changes in the size of earnings intervals are indicated by heavy vertical lines.

These surveys measure the level of occupational earnings in an area at a particular time. Changes in an occupational average over time reflect, in addition to earnings changes, factors such as changes in proportions of workers employed by high- or low-wage firms, or high-wage workers advancing to better jobs and being replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges (only the rates paid incumbents are collected) and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

Indexes in table A-7 measure wages at a given time expressed as a percent of wages during the base period. Subtracting 100 from the index yields the percent change in wages from the base period to the date of the index. The percent increases in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. These computations are based on the assumption that wages increased at a constant rate between surveys.

The indexes and percent increases are based on changes in average hourly earnings of men and women in establishments reporting the jobs listed below in both the current and previous year (matched establishments). The data are adjusted to remove the effect on average earnings of employment shifts among establishments and turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees may enter at the bottom of the range, depressing the average without a change in wage rates.

Occupations used to compute wage trends are:

Office clerical

- Secretaries
- Stenographers I and II
- Typists I and II
- Key entry operators I and II
- Accounting clerks I, II, III, and IV
- Payroll clerks
- File clerks I, II, and III
- Messengers
- Order clerks I and II
- Switchboard operators

Electronic data processing

- Computer systems analysts I, II, and III
- Computer programmers I, II, and III
- Computer operators I, II, and III

Industrial nurses

- Registered industrial nurses

Skilled maintenance

- Carpenters
- Electricians
- Painters
- Machinists
- Mechanics (machinery)
- Pipefitters
- Motor vehicle mechanics
- Tool and die makers

Unskilled plant

- Janitors, porters, and cleaners
- Material handling laborers

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportion of employment in the occupational group in the earlier year. If for example, 1,000 workers were reported in the skilled maintenance group in the earlier year and 200 of these workers were painters, the weight assigned to painters would be 0.20. Using a constant employment weight dampens the effects of employment shifts on the wage change measures.

2. Average earnings are computed for each occupation for the 2 years being compared. Earnings are used only from matched establishments; that is, establishments that are in the survey both years.

3. Group averages are computed by multiplying the weight of each occupation (step 1) by the occupation's average earnings for each year (step 2). The products are totaled to obtain averages.

4. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

Pay relationships in establishments

Tables A-8 through A-11 compare average pay of occupations in individual establishments. These comparisons, expressed as pay relatives (pay for one of the occupations equals 100), differ from comparisons of overall survey averages, such as those shown in tables A-1 through A-6. The latter reflect differences in contributions to the survey averages by establishments with disparate pay levels; the pay relative comparisons are not affected by such differences. The following procedures are used to compute relatives in tables A-8 through A-11:

1. Establishments employing workers in both of the paired occupations were identified.

2. Pay levels (averages) for the two occupations were weighted by the combined employment of both jobs to reflect each establishment's contribution to the totals used in this comparison.

3. The weighted pay levels of the two jobs were summed separately; each total was divided by the other and the quotients multiplied by 100 to produce the two pay relatives shown for each job pairing.

Establishment practices and employee benefits

Tabulations on selected establishment practices and employee benefits (B-series tables) are not presented in this bulletin. However, tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; health, insurance, and retirement plans; and other selected benefits are presented (in the B-series tables) in previous bulletins for this area.

[1] The Bureau also conducts more limited area studies in approximately 85 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Appendix table 1. Establishments and workers within scope of survey and number studied in Northeast Pennsylvania,[1] August 1987

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments		
		Within scope of survey[3]	Studied	Within scope of survey[4]		Studied
				Number	Percent	
All divisions	-	828	177	95,884	100	50,925
Manufacturing	50	270	85	45,758	48	23,998
Nonmanufacturing	-	288	92	49,996	52	26,969
Transportation, communication, and other public utilities[5]	50	37	20	8,460	9	6,958
Wholesale trade[6]	50	40	9	6,370	7	1,953
Retail trade[6]	50	103	35	19,534	20	9,972
Finance, insurance, and real estate[6]	50	34	11	6,586	7	4,401
Services[7, 8]	50	64	23	5,068	5	3,749

[1] The Northeast Pennsylvania Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Lackawanna, Luzerne, and Monroe Counties. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

[5] Abbreviated to "transportation and utilities" in the A-series tables. Taxicabs and services incidental to water transportation are excluded.

[6] Separate data for this division are not presented in the A-series tables, but the division is represented in the "all industries" and "nonmanufacturing" estimates.

[7] Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits grouping of occupational wage rates representing comparable job content. Because of this emphasis on comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives are instructed to exclude working supervisors; apprentices; and part-time, temporary, and probationary workers. Handicapped workers whose earnings are reduced because of their handicap are also excluded. Learners, beginners, and trainees, unless specifically included in the job description, are excluded.

The titles and numerical codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. The BLS occupation, "Registered Industrial Nurse," for example, is limited to workers providing medical assistance and other related services (e.g., health education) to persons who are ill or become ill or suffer an injury in a factory or other establishment. The SOC occupation (code 29) includes a variety of registered nurses (e.g., school nurse, head nurse, general duty nurse, private duty nurse) that are excluded from the BLS description.

Thus, in comparing the results of this survey with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration.

Office

SECRETARY

(4622: Secretary)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently, receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;
b. Stenographers not fully performing secretarial duties;
c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;
d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;
e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;
f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;
g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below;
h. Trainees.

Classification by level. Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors: (a) Level of the secretary's supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

Level of Secretary's Supervisor (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1

Organizational structure is not complex and internal procedures and administrative controls are simple and informal; supervisor directs staff through face-to-face meetings.

LS-2

Organizational structure is complex and is divided into subordinate groups that usually differ from each other as to subject matter, function, etc.; supervisor usually directs staff through intermediate supervisors; internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work, is placed in LS-1.

In smaller organizations or industries such as retail trade, with relatively few organizational levels, the supervisor may have an impact on the policies and major programs of the entire organization, and may deal with important outside contacts, as described in LS-3.

LS-3

Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually interlocked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: Financial decisionmaking authority for assigned program(s); considerable impact on the entire organization's financial position or image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

Level of Secretary's Responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When a position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1

Carries out recurring office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters;
b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms;
c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format;
d. Maintains recurring internal reports, such as: Time and leave records, office equipment listings, correspondence controls, training plans, etc.;
e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2

Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices. May prepare and sign routine, nontechnical correspondence in own or supervisor's name;
b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings;
c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed;
d. Collects information from the files or staff for routine inquiries on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff;
e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

LR-3

Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval;
b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc;, and informs supervisor on matters to be considered;
c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff;
d. Prepares special or one-time reports, summaries, or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction;
e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquiries, etc. Shifts clerical staff to accommodate workload needs.

LR-4

Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content has been authorized;
b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations;
c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems;
d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts;
e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Exclude secretaries performing any of the following duties:

Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.

Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, members of Congress, presidents of national unions or large national or international firms, etc.) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

Criteria For Matching Secretaries By Level

Level of Secretary's Supervisor	Level of Secretary's Responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I	II	III	IV
LS-2	I	III	IV	V
LS-3	I	IV	V	V

STENOGRAPHER

(4623: Stenographer)

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings.

Excluded from this definition are:

a. Trainee positions not requiring a fully qualified stenographer;
b. Secretaries providing the principal secretarial support in an office and performing more responsible and discretionary tasks, as described in LR-1 through LR-4 in the secretary definition above;
c. Stenographers who take dictation involving the frequent use of a wide variety of technical or specialized vocabulary. Typically this kind of vocabulary cannot be learned in a relatively short period of time, e.g., a month or two;
d. Stenographers, such as shorthand reporters, who record material verbatim at hearings, conferences, or similar proceedings.

Stenographer I

Takes and transcribes dictation, receiving specific assignments along with detailed instructions on such requirements as form and presentation. The transcribed material is typically reviewed in rough draft, and the final transcription is reviewed for conform-

ance with the rough draft. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer II

Takes and transcribes dictation determining the most appropriate format. Performs stenographic duties requiring significantly greater independence and responsibility than Stenographer I. Supervisor typically provides general instructions. Work requires a thorough working knowledge of general business and office procedures and of the specific business operations, organizations, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining follow-up files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc.

TYPIST

(4624: Typist)

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Excluded from this definition is work that involves:

a. Typing directly from spoken material that has been recorded on disks, cylinders, belts, tapes, or other similar media;
b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and
c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using "sort" commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or preformed paragraphs which can then be coded and stored for future use in letters or documents.

Typist I

Performs *one or more of the following:* Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

Typist II

Performs *one or more of the following:* Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

WORD PROCESSOR

(4624: Typist)

Primary duty is to operate word-processing equipment to enter, store, retrieve, change, and present text or tabulations. Produces a variety of printed copy such as letters, documents, or reports. May enter regularly used formats or stored paragraphs that are organized and coded for future use. Recorded texts can be changed by rearranging paragraphs, replacing words, shifting lines, etc.

(Word-processing equipment typically has a full- or partial-page video-display screen (CRT) and a separate printer. The equipment may be integrated with a digital computer, have telecommunications capabilities, and also have capabilities for adding to or upgrading features. Automatic or electronic typewriters with limited text-editing capabilities, and often with single-line electronic display "windows," are not considered word-processing equipment.)

Excluded from this definition are:

a. Workers whose primary function is to enter a data base for purposes other than composition (see key entry operator);
b. Workers who use equipment and data base for purposes such as accounting, inventory control, sales, or original writing and editing;
c. Workers responsible for preparation of published reports, including page layout or selection of different type sizes.

Positions are classified into levels on the basis of the following definitions:

Word Processor I

Performs tasks requiring a knowledge of the word-processing equipment and familiarity with the formats and forms used in the establishment. Proficiency in grammar, spelling, and punctuation is also required to produce printed materials accurately. May refer problems to supervisor or higher level processor, or refer to operating manual.

Word Processor II

Work at this level requires considerable classroom or on-the-job training and may involve working directly with task originator rather than through supervisor. In addition to work assignments described for level I, duties include *one or more of the following:*

a. Uses the more sophisticated features of the equipment to carry out complex assignments, such as sorting, merging, and organizing text, or maintaining files;
b. Applies knowledge of specialized terminology or foreign language;
c. Tests new applications and procedures; or
d. Trains lower level processors.

KEY ENTRY OPERATOR

(4793: Data entry keyer)

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disk encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

Positions are classified into levels on the basis of the following definitions:

Key Entry Operator I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

Key Entry Operator II

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform routine work as described for level I.

NOTE: Excluded are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

ACCOUNTING CLERK

(4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV require a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Accounting Clerk I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Accounting Clerk II

Performs one or more routine accounting clerical operations, such as: Examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Accounting Clerk III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: Posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Accounting Clerk IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

NOTE: Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

PAYROLL CLERK

(4713: Payroll and timekeeping clerk)

Performs the clerical tasks necessary to process payrolls and to maintain payroll records. Work involves *most of the following*: Processing workers' time or production records; adjusting workers' records for changes in wage rates, supplementary benefits, or tax deductions; editing payroll listings against source records; tracing and correcting errors in listings; and assisting in preparation of periodic summary payroll reports. In a nonautomated payroll system, computes wages. Work may require a practical knowledge of governmental regulations, company payroll policy, or the computer system for processing payrolls.

FILE CLERK

(4696: File clerk)

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions:

File Clerk I

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

File Clerk II

Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

File Clerk III

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

MESSENGER

(4745: Messenger)

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening mail, distributing mail on a regularly scheduled route or in a familiar area, and other minor clerical work. May deliver mail that requires some special handling, e.g., mail that is insured, registered, or marked for special delivery.

Excluded are positions which include any of the following as significant duties:

a. Operating motor vehicles;
b. Delivering valuables or security-classified mail when the work requires a continuing knowledge of special procedures for handling such items;
c. Weighing mail, determining postage, or recording and controlling registered, insured, and certified mail in the mail room;
d. Making deliveries to unfamiliar or widely separated buildings or points which are not part of an established route; or
e. Directing other workers.

ORDER CLERK

(4664: Order clerk)

Receives written or verbal customers' purchase orders for material or merchandise from customers or sales people. Work typically involves some combination of the following duties: Quoting prices; determining availability of ordered items and suggesting substitutes when necessary; advising expected delivery date and method of delivery; recording order and customer information on order sheets; checking order sheets for accuracy and adequacy of information recorded; ascertaining credit rating of customer; furnishing customer with acknowledgment of receipt of order; following up to see that order is delivered by the specified date or to let customer know of a delay in delivery; maintaining order file; checking shipping invoice against original order. *Exclude workers paid on a commission basis or whose duties include any of the following:* Receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or extensive technical training; emphasizing selling skills; handling material or merchandise as an integral part of the job.

Positions are classified into levels according to the following definitions:

Order Clerk I

Handles orders involving items which have readily identified uses and applications. May refer to a catalog, manufacturer's manual, or similar document to insure that proper item is supplied or to verify price of ordered item.

Order Clerk II

Handles orders that involve making judgments such as choosing which specific product or material from the establishment's product lines will satisfy the customer's needs, or determining the price to be quoted when pricing involves more than merely referring to a price list or making some simple mathematical calculations.

RECEPTIONIST

(4645: Receptionist)

Greets visitors, determines nature of visits, and directs visitors to appropriate persons. Receptionist duties may also include providing information, making appointments, answering a telephone (other than switchboard or console), keeping a log of visitors, and issuing visitor passes. May also perform typing or other routine clerical duties which may occupy a major portion of time, and are usually performed at the reception desk.

This classification excludes workers operating a telephone switchboard or console, performing guard duties, or performing more difficult clerical duties.

SWITCHBOARD OPERATOR

(4732: Telephone operator)

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

(4645: Receptionist)

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

Professional and Technical

COMPUTER SYSTEMS ANALYST, BUSINESS

(1712: Computer systems analyst)

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves *most of the following*: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

For wage study purposes, systems analysts are classified as follows:

Computer Systems Analyst I

Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

Computer Systems Analyst II

Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied. *OR*

Works on a segment of a complex data processing scheme or system, as described for level III. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Computer Systems Analyst III

Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate follow-up actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

COMPUTER PROGRAMMER, BUSINESS

(3971: Programmer, business)

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves *most of the following*: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Computer Programmer I

Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

Computer Programmer II

Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine recordkeeping operations. *OR*

Works on complex programs (as described for level III) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction. May guide or instruct lower level programmers.

Computer Programmer III

Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

COMPUTER OPERATOR

(4612: Computer operator)

In accordance with operating instructions, monitors and operates the control console of a digital computer to process data. Executes runs by either serial processing (processes one program at a time) or multiprocessing (processes two or more programs simultaneously). The following duties characterize the work of a computer operator:

a. Studies operating instructions to determine equipment setup needed;
b. Loads equipment with required items (tapes, cards, disks, paper, etc.);
c. Switches necessary auxiliary equipment into system;
d. Starts and operates computer;
e. Responds to operating and computer output instructions;
f. Reviews error messages and makes corrections during operation *or* refers problems;
g. Maintains operating record.

May test-run new or modified programs. May assist in modifying systems or programs. The scope of this definition includes trainees working to become fully qualified computer operators, fully qualified computer operator, and lead operators providing technical assistance to lower level operators. It excludes workers who monitor and operate remote terminals.

For wage study purposes, computer operators are classified as follows:

Computer Operator I

Work assignments are limited to established production runs (i.e., programs which present few operating problems). Assignments may consist primarily of on-the-job training (sometimes augmented by classroom instruction). When learning to run programs, the supervisor or a higher level operator provides detailed written or oral guidance to the operator before and during the run. After the operator has gained experience with a program, however, the operator works fairly independently in applying standard operating or corrective procedures in responding to computer output instructions or error conditions, but refers problems to a higher level operator or the supervisor when standard procedures fail.

Computer Operator II

In addition to established production runs, work assignments include runs involving new programs, applications, and procedures (i.e., situations which require the operator to adapt to a variety of problems). At this level, the operator has the training and experience to work fairly independently in carrying out most assignments. Assignments may require the operator to select from a variety of standard setup and operating procedures. In responding to computer output instructions or error conditions, applies standard operating or corrective procedures, but may deviate from standard procedures when standard procedures fail if deviation does not materially alter the computer unit's production plans. Refers the problem or aborts the program when procedures applied do not provide a solution. May guide lower level operators.

Computer Operator III

In addition to work assignments described for Computer operator II (see above) the work of Computer operator III involves at least one of the following:

a. Deviates from standard procedures to avoid the loss of information or to conserve computer time even though the procedures applied materially alter the computer unit's production plans;
b. Tests new programs, applications, and procedures;
c. Advises programmers and subject-matter experts on setup techniques;
d. Assists in (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and/or (3) switching to emergency backup procedures (such assistance requires a working knowledge of program language, computer features, and software systems).

An operator at this level typically guides lower level operators.

PERIPHERAL EQUIPMENT OPERATOR

(4613: Peripheral equipment operator)

Operates peripheral equipment which directly supports digital computer operations. Such equipment is uniquely and specifically designed for computer applications, but need not be physically or electronically connected to a computer. Printers, plotters, card read/punches, tape readers, tape units or drives, disk units or drives, and data display units are examples of such equipment.

The following duties characterize the work of a peripheral equipment operator:

a. Loading printers and plotters with correct paper; adjusting controls for forms, thickness, tension, printing density, and location; and unloading hard copy;
b. Labeling tape reels, disks, or card decks;
c. Checking labels and mounting and dismounting designated tape reels or disks on specified units or drives;
d. Setting controls which regulate operation of the equipment;
e. Observing panel lights for warnings and error indications and taking appropriate action;
f. Examining tapes, cards, or other material for creases, tears, or other defects which could cause processing problems.

This classification excludes workers (1) who monitor and operate a control console (see Computer operator) or a remote terminal, or (2) whose duties are limited to operating decollaters, bursters, separators, or similar equipment.

COMPUTER DATA LIBRARIAN

(4696: File clerk)

(4754: Stock and inventory clerk)

Maintains library of media (tapes, disks, cards, cassettes) used for automatic data processing applications. The following or similar duties characterize the work of a computer data librarian: Classifying, cataloging, and storing media in accordance with a standardized system; upon proper requests, releasing media for processing; maintaining records of releases and returns; inspecting returned media for damage or excessive wear to determine whether or not they need replacing. May perform minor repairs to damaged tapes.

DRAFTER

(372: Drafting occupation)

Performs drafting work requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, mechanical and electrical equipment, piping and duct systems and other similar equipment, systems, and assemblies. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings. Drawings are used to communicate engineering ideas, designs, and information in support of engineering functions.

The following are excluded when they constitute the primary purpose of the job:

a. Design work requiring the technical knowledge, skill, and ability to conceive or originate designs;
b. Illustrating work requiring artistic ability;
c. Work involving the preparation of charts, diagrams, room arrangements, floor plans, etc.;
d. Cartographic work involving the preparation of maps or plats and related materials, and drawings of geological structures; and
e. Supervisory work involving the management of a drafting program or the supervision of drafters.

Positions are classified into levels on the basis of the following definitions:

Drafter I

Working under close supervision, traces or copies finished drawings, making clearly indicated revisions. Uses appropriate templates to draw curved lines. Assignments are designed to develop increasing skill in various drafting techniques. Work is spot-checked during progress and reviewed upon completion.

NOTE: Exclude drafters performing elementary tasks while receiving training in the most basic drafting methods.

Drafter II

Prepares drawings of simple, easily visualized parts of equipment from sketches or marked-up prints. Selects appropriate templates and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy.

Drafter III

Prepares various drawings of parts and assemblies, including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the industry. Familiar or recurring work is assigned in general terms; unfamiliar assignments include information on methods, procedures, sources of information, and precedents to be followed. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results; more complex revisions are produced from sketches which clearly depict the desired product.

Drafter IV

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to compute weights, load capacities, dimensions, quantities of materials, etc. Working from sketches and verbal information supplied by an engineer or designer, determines the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or designer may suggest methods of approach or provide advice on unusually difficult problems.

NOTE: Exclude drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

Drafter V

Works closely with design originators, preparing drawings of unusual, complex or original designs which require a high degree of precision. Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally perform engineering design work in interpreting general designs prepared by others or in completing missing design details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ELECTRONICS TECHNICIAN

(3711: Electrical and electronic engineering technologist and technician)

(615: Electrical and electronic equipment repairer)

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions:

Electronics Technician I

Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot-checked, but is given detailed review when new or advanced assignments are involved.

Electronics Technician II

Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically *can* be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the level III technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Electronics Technician III

Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically *cannot* be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electromagnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

REGISTERED INDUSTRIAL NURSE

(29: Registered nurse)

A registered nurse gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve *a combination of the following*: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

Maintenance, Toolroom, and Powerplant

MAINTENANCE CARPENTER

(6422: Carpenter)

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

(615: Electrical and electronic equipment repairer)

(6432: Electrician)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE PAINTER

(6442: Painter, construction and maintenance)

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work *involves the following*: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or

brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MACHINIST

(613: Industrial machinery repairer)

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MECHANIC (MACHINERY)

(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE PIPEFITTER

(645: Plumber, pipefitter, and steamfitter)

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. ***Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.***

MILLWRIGHT

(6178: Millwright)

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

MOTOR VEHICLE MECHANIC

(611: Vehicle and mobile equipment mechanic and repairer)

Repairs, rebuilds, or overhauls major assemblies of internal combustion automobiles, buses, trucks, or tractors of an establishment. Work involves most of the following: Diagnosing the source of trouble and determining the extent of repairs required; replacing worn or broken parts such as piston rings, bearings, or other engine parts; grinding and adjusting valves; rebuilding carburetors; overhauling transmissions; and repairing fuel injection, lighting, and ignition systems. In general, the work of the motor vehicle mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles or who only perform minor repair and tuneup of motor vehicles. It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tuneups.

GENERAL MAINTENANCE WORKER

(6179: Mechanic and repairer, not elsewhere classified)

Performs general maintenance and repair of building structures and their mechanical, electrical, or sanitary systems. May also perform general maintenance and repair of the establishment's machinery. Work requires a basic practical knowledge of several maintenance trades in order to perform most of the following: Keeping in good repair building woodwork; replacing electrical switches, fixtures, and motors; occasional painting or touching up of structure or equipment; repairing or replacing plumbing fixtures; and replacing broken window panes.

Excluded are positions requiring a formal apprenticeship or equivalent training in one or more crafts. Also excluded are workers participating in such a program.

MAINTENANCE TRADES HELPER

(863: Helper; mechanic and repairer)

(864: Helper; construction trades)

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and

cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR (TOOLROOM)

(6813: Machinist)

(731-2: Metalworking and plasticworking machine setup operator)

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator (toolroom) at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does *not* include machine-tool operators (toolroom) employed in tool and die jobbing shops.

TOOL AND DIE MAKER

(6811: Tool and die maker)

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does *not* include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

STATIONARY ENGINEER

(6931: Stationary engineer)

Operates and maintains one or more systems which provide an establishment with such services as heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature-water, or electricity. Duties involve: Observing and interpreting readings on gauges, meters, and charts which register various aspects of the system's operation; adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided; recording in logs various aspects of the system's operation; keeping the engines, machinery, and equipment of the system in good working order. May direct and coordinate activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems.

The classification excludes head or chief engineers in establishments employing more than one engineer; workers required to be skilled in the repair of electronic control equipment; workers in establishments producing electricity, steam, or heated or cooled air primarily for sale; and boiler tenders.

Material Movement and Custodial

TRUCKDRIVER

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Salesroute and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck
(straight truck, under 1 1/2 tons, usually 4 wheels)

Truckdriver, medium truck
(straight truck, 1 1/2 to 4 tons inclusive. usually 6 wheels)

Truckdriver, heavy truck
(straight truck, over 4 tons, usually 10 wheels)

Truckdriver, tractor-trailer

SHIPPER AND RECEIVER

(4753: Traffic, shipping and receiving clerk)

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed and receiving incoming shipments. In performing day-to-day, routine tasks, follows established guidelines. In handling unusual nonroutine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received.

Shippers typically are responsible for most of the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receivers typically are responsible for most of the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged

goods; insuring that goods are appropriately identified for routing to departments within the establishment; preparing and keeping records of goods received.

For wage study purposes, workers are classified as follows:

Shipper
Receiver
Shipper and receiver

WAREHOUSEMAN

(4754: Stock and inventory clerk)

As directed, performs a *variety of warehousing* duties which require an *understanding of the establishment's storage plan*. Work involves *most of the following*: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipper and receiver and Shipping packer), order filling (see Order filler), or operating power trucks (see Power-truck operator).

ORDER FILLER

(4754: Stock and inventory clerk)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

SHIPPING PACKER

(8761: Hand packer and packager)

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify contents; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. *Packers who also make wooden boxes or crates are excluded.*

MATERIAL HANDLING LABORER

(8726: Freight, stock, and material mover, not elsewhere classified)

Performs physical tasks to transport or store materials or merchandise. Duties involve *one or more of the following:* Manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by handtruck, cart, or wheelbarrow.

Excluded from this definition are workers whose primary function involves:

a. Participating directly in the production of goods (e.g., moving items from one production station to another or placing them on or removing them from the production process);
b. Stocking merchandise for sale;
c. Counting or routing merchandise;
d. Operating a crane or heavy-duty motorized vehicle such as forklift or truck;
e. Loading and unloading ships (longshore workers); or
f. Traveling on trucks beyond the establishment's physical location to load or unload merchandise.

POWER-TRUCK OPERATOR

(8318: Industrial truck and tractor equipment operator)

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of powertruck, as follows:

Forklift operator
Power-truck operator (other than forklift)

GUARD

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motor vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions.

Guards employed by establishments which provide protective services on a contract basis are included in this occupation.

For wage study purposes, guards are classified as follows:

Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. Commonly, the guard is not required to demonstrate physical fitness. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas. Commonly, the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

JANITOR, PORTER, OR CLEANER
(5344: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. *Workers who specialize in window washing are excluded.*

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. These more limited surveys supplement the Bureau's area wage survey program listed on the inside back cover of this bulletin. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

Alaska (statewide)
Albany, GA
Albany-Schenectady-Troy, NY[1]
Albuquerque, NM
Alexandria-Leesville, LA
Alpena-Standish-Tawas City, MI
Ann Arbor, MI
Asheville, NC
Atlantic City, NJ
Augusta, GA-SC
Austin, TX
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur-Orange and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula-Moss Point, MS
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Champaign-Urbana-Rantoul, IL
Charleston-North Charleston-Walterboro, SC
Charlotte-Gastonia, NC[2]
Chattanooga, TN-GA[1]
Cheyenne, WY
Clarksville-Hopkinsville, TN-KY
Colorado Springs, CO
Columbia-Sumter, SC
Columbus, GA-AL
Columbus, MS
Connecticut (statewide)
Daytona Beach, FL[1]
Decatur, IL
Des Moines, IA
Dothan, AL
Duluth-Superior, MN-WI
El Paso-Alamogordo-Las Cruces, TX-NM
Eugene-Springfield-Medford, OR
Fayetteville, NC
Fort Lauderdale-Hollywood-Pompeno Beach and West Palm Beach-Boca Raton-Delray Beach, FL
Fort Smith, AR-OK
Fort Wayne, IN
Frederick-Hagerstown-Chambersburg, MD-PA
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Greenville-Spartanburg, SC[1]
LaCrosse-Sparta, WI
Las Vegas-Tonopah, NV
Lexington-Fayette, KY
Lima, OH
Little Rock-North Little Rock, AR
Logansport-Peru, IN
Lorain-Elyria, OH
Lower Eastern Shore, MD-VA-DE
Macon, GA
Madison, WI
Maine (statewide)
Mansfield, OH
McAllen-Edinburg-Mission and Brownsville-Harlingen, TX
Melbourne-Titusville-Palm Bay, FL
Meridian, MS
Middlesex, Monmouth, and Ocean Counties, NJ
Mobile-Pensacola-Panama City, AL-FL
Montana (statewide)
Montgomery, AL
Nashville, TN
New Bern-Jacksonville, NC
New Hampshire (statewide)
Norfolk-Virginia Beach-Newport News, VA[1]
North Dakota (statewide)
Northern New York
Northwest Texas
Oklahoma City, OK[1]
Orlando, FL
Oxnard-Ventura, CA
Peoria, IL
Phoenix, AZ[2]
Portsmouth-Chillicothe-Gallipolis, OH
Providence, RI[1]
Pueblo, CO
Puerto Rico
Raleigh-Durham, NC
Reno, NV
Riverside-San Bernardino-Ontario, CA
Salina, KS
Salinas-Seaside-Monterey, CA
Sandusky, OH
Santa Barbara-Santa Maria-Lompoc, CA
Savannah, GA
Selma, AL
Sherman-Denison, TX
Shreveport, LA
South Dakota (statewide)
Southeastern Massachusetts
Southwest Virginia
Spokane, WA
Springfield, IL
Stockton, CA
Tacoma, WA
Tampa-St. Petersburg, FL[2]
Topeka, KS
Tucson-Douglas, AZ
Tulsa, OK
Upper Peninsula, MI
Vallejo-Fairfield-Napa, CA
Virgin Islands of the U.S.
Waco and Killeen-Temple, TX
Waterloo-Cedar Falls, IA
West Virginia (statewide)
Western and Northern Massachusetts
Wichita, KS[1]
Wichita Falls-Lawton-Altus, TX-OK
Wilmington, DE-NJ-MD[2]
Yakima-Richland-Kennewick-Pendleton, WA-OR

[1] Scheduled to be surveyed in this program for the first time in 1987. In 1986, the area was surveyed under the Bureau's regular area wage survey program. See inside back cover.

[2] In 1987, this area is scheduled to be surveyed under the Bureau's regular area wage survey program. See inside back cover.

ALSO AVAILABLE—

An annual report on salaries for such jobs as accountants, auditors, public accountants, chief accountants, attorneys, programmers and systems analysts, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, computer operators, and clerical employees is available. Order as BLS Bulletin 2271, *National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1986* (Price $4.75), from: Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690, or Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

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Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2281

The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

Data available

- Incidence and detailed characteristics of 14 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods; holidays, vacations, and personal, funeral, jury-duty, military, and sick leave; sickness and accident, long-term disability, health, and life insurance; and private retirement/capital accumulation plans. The retirement data include defined benefit plans, such as benefit formulas and pension replacement rates, and defined contribution plans, such as salary reduction or 401 (k) plans.
- Incidence and provisions of flexible benefit plans and reimbursement accounts are included for the first time in 1986.

Coverage

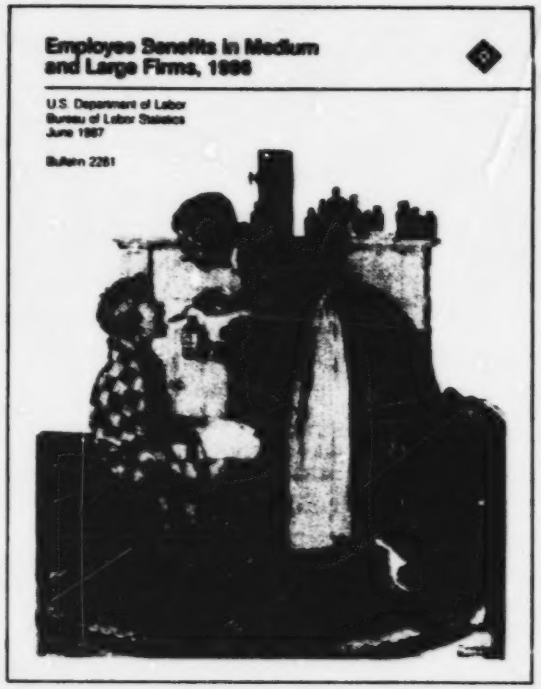
- Major benefits in medium and large firms, nationwide.
- Minimum employment in establishments covered is generally 100 to 250 employees, depending on the industry.

Source of data

- Samples of about 1,500 establishments in a cross-section of the Nation's private industries; primarily by personal interview.

Uses

- Benefit administration in public and private employment.
- Union contract negotiations.
- Conciliation and arbitration in public and private sectors.
- Development of legislation affecting the welfare of workers.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U.S. Department of Labor
Bureau of Labor Statistics
June 1987
Bulletin 2281

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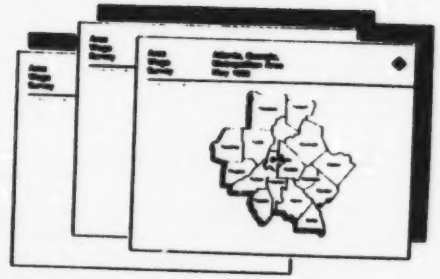

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